Training Centres. During 2005-06 Job Training was provided to 317 AWWs and Refresher Training to 9967 AWWs. A total number of 39626 AWWs have been imparted Job Training and 31735 Refresher Training upto 31.12.2005.

(c) Does not arise.

Non-compliance of SC order regarding sexual harassment

1465. SHRI VIJAY J. DARDA: Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state:

(a) whether a recently published report of National Commission on Women which covered 799 organizations including Government Departments has revealed that there is poor compliance of Supreme Court order with regard to sexual harassment of women at work place;

(b) if so, the details thereof; and

(c) the action Government have taken or propose to take against the persons for violating the Supreme Court order?

THE MINISTER OF STATE OF THE MINISTRY OF WOMEN AND CHILD DEVELOPMENT (SHRIMATI RENUKA CHOWDHURY): (a) and (b) National Commission for Women (NCW) has informed that it had held interactive meetings on sexual harassment at work place since November, 2000 with 799 organizations. It was observed that 664 organizations were having Complaint Committee. 414 organizations reported third party involvement in the Complaints Committee set up by them. According to NCW it would not be correct to say that there is poor compliance with the Supreme Court guidelines. However, the guidelines have not been fully followed in as much as complaint Committee has not been set up by many organizations, the Complaint Committees which have been set up do not have 50% reservation for women and are headed in some cases by men, many do not have third party representation and there is noticeable lack of awareness among Complaints Committee members.

(c) The Government has taken a number of initiatives to promote compliance with the Supreme Court guidelines. The details are enclosed as Statement (*See* below). NCW has also since proposed a draft bill on the prevention of sexual harassment of women at workplace, incorporating the Supreme Court guidelines.

Statement

Details of steps taken by the Government to implement the guidelines laid down by the Supreme Court and to create awareness about the issue of sexual harassment at workplace

- The Government has requested all the Central Ministries/ Departments, Chief Secretaries of all the State Governments/Union Territory Administrations, Universities/Institutions, Central Board of Secondary Education, All India Council of Technical Education to constitute complaints committees and to ensure that the guidelines laid down by the Supreme Court in the Vishaka case for prevention of sexual harassment at work place are implemented.
- The National Commission for Women (NCW) formulated a Code of Conduct for Workplace, putting down the Supreme Court's guidelines mentioned above in a simple manner. This has been circulated to State Commissions for Women, Non-Governmental Organisations, the apex bodies of the Corporate Sector, Public Sector Undertakings, Media, Ministries/Departments and other institutions.
- The NCW has instituted a series of interactive meetings with Public Sector Undertakings/Banks/Universities/Educational Institutions/ Hotels/Media etc. to assess the extent of implementation of the guidelines.
- Department of Public Enterprises issued circular in May, 1998 to all administrative Ministries/Departments concerned with Central Public Sector Establishments to direct the Chief Executives of CPSEs under their administrative control for adherence and compliance of the Supreme Court's guidelines on prevention of sexual harassment by making amendments in the CDA Rules of CPSEs.
- A Central Committee headed by Secretary, Department of Women and Child Development has been constituted in the Department of Women and Child Development to review the implementation of the guidelines. During the year 2004, the Committee met on 27-7-2004. In pursuance of the meeting, all Ministries/Departments and State Governments/UT Administrations were again requested to ensure setting up of complaints committee and to ensure its proper functioning.
- So far as implementation of the Supreme Court guidelines in regard to setting up of complaint committee in small establishments like shops and call centres are concerned, section 1(3) of the Industrial

Employment (Standing Orders) Act, 1947 applies to every establishment wherein 100 and more workers are employed. However, appropriate Government may apply the provisions of the Act to any industrial establishment employing less than 100 persons. Since the State Govenment are the appropriate Government in respect of commercial establishments like shops and call centres, necessary instruction have been issued by the Ministry of Labour and Employment during January, 2005 to all Labour Secretaries asking them to suitable action to apply the provisions of the Industrial Employment (Standing Orders) Act, 1946 to small establishments like call centres and shops in the unorganised sector.

- The Central Civil Services (Conduct) Rules, 1964 have been amended to include sexual harassment as a misconduct. The Central Civil Services (Control, Classification and Appeal) Rules, 1965 have been amended during July, 2004 to provide that the complaints Committee established in each Ministry or Department or office for inquiring into complaints of sexual harassment shall be deemed to be the inquiry authority appointed by the disciplinary authority and complaints committee shall hold the inquiry as far as practicable in accordance with the procedure laid down in these rules (*i.e.* the procedure for holding inquiry into disciplinary proceedings for award of a major penality).
- Amendments have been made to Industrial Employment (Standing Orders) Act, 1946 so that the sexual harassment of women at workplace in the private sector could constitute an offence for which a workman is liable for disciplinary action.
- Necessary instruction have been issued by the Ministry of Labour and Employment during January, 2005 to all State Labour Secretaries asking them to take suitable action to apply the provisions of the Industrial Employment (Standing Orders) Act, 1946 to small establishments like call centres and shops in the unorganised sector.
- Media compaign has been undertaken by the Department of Women and Child Development to create awareness on various issues concerning women and children, including compliance with the Supreme Court's guidelines on the prevention of sexual harassment of women at workplace.

Malnutrition among children

1466. SHRIMATI N. P. DURGA: Will the Minister of WOMEN AND CHILD DEVELOPMENT be pleased to state: